

CONNAUGHT PLC

HEALTH, SAFETY AND ENVIRONMENT POLICY STATEMENT

Connaught Plc ('the Company') and its subsidiaries (together 'the Group') is a business providing integrated asset management services to the social housing, SME markets, retail property and commercial properties to owners and occupiers of buildings throughout the UK.

The Company recognises the importance of health safety and environmental management and the impact of its activities within the facilities, property, markets

The overall aim of this Statement is to set out the Policy objectives, which the Company will seek to achieve by good management practice and the application of legislative requirements, industry Codes of Practice and Company Standards where applicable. The following Policy objectives will apply to all subsidiaries, offices and operational work sites managed by the Company.

- It is the Policy of the Board of Directors that all works and operations shall be carried out within the requirements of the Health and Safety at Work, etc., Act 1974, the Environmental Protection Act 1990, the Environment Act 1995 and all other relevant statutory provisions and Codes of Practice.
- Give a high priority to health and safety in all our operations.
- The Policy reflects the commitment of the Board of Directors and those accountable to the Board for its implementation.
- Whilst each of the Business Managing Directors are responsible for implementing the Policy within their business, the overall responsibility for co-ordinating the Policy is vested with the Group Health, Safety and Environmental Director.
- The Company will set standards that comply with the relevant statutory requirements relating to health, safety and welfare with regard to the effect on employees, contractors, visitors and the public.
- The Group Health, Safety and Environmental Director, in conjunction with the Health, Safety and Environment Mangers will monitor the effectiveness of the Policy and advise and instruct on safe working practices. The Policy will be kept under constant review and revised when required. Where appropriate, improvement targets will be set to improve performance.
- In addition to every Employee's duty under Section 7 of the Health and Safety at Work, etc., Act 1974, every employee must strive to maintain the highest standards of safety and to comply fully with the Act and the provisions laid down within this Policy statement and the Health, Safety and Environment Policy sections.
- Management will co-operate with and monitor the performance of contractors who work for us.
- Management will consult with and involve our staff in matters affecting their health and safety.
- Management will liaise with Works Safety Committees and Trade Union Safety Representatives when required.
- Management will liaise with the Health and Safety Executive, the Environment Agency, the Scottish Environmental Protection Agency and all other regulatory bodies, appropriate authorities and organisations concerning health, safety and the environment.
- The Board of Directors acknowledge that safety training is an essential ingredient in establishing a safe system of work and will ensure that the training of employees in health, safety and environmental requirements will be provided as appropriate.

- Each Business Unit will hold local and national meetings not less than three times per year, to review their safety performance and consider local initiatives. Any proposed changes in policy or procedure will be passed to the Company Safety Steering Team for consideration.
- The Company Safety Steering Team, comprising, Group Health, Safety and Environmental Director and representatives from each business unit, will meet not less than three times per year. The Steering Team will monitor the overall safety performance within the Group and consider proposed Policy changes for revision, determine strategy and set performance targets.

The following environmental commitments will apply to all offices and operational work sites managed by the Company.

The Company will: -

- Implement a comprehensive Environmental Management System that encompasses the fundamental principles of ISO14001 to provide a pragmatic basis for continually improving environmental performance. Objectives and Targets will be set by Senior Management and reviewed on a regular basis.
- Minimise environmental disturbance including nuisance from noise, dust and traffic.
- Seek, wherever reasonably practicable to implement waste management procedures that promote the recycling of materials within the supply chain. Connaught's Policy on waste management endorses the recognised practice of reduce, reuse and recycle for all commercial activities.
- Provide systems that are committed to avoid pollution to land, air, groundwater and other controlled surface watercourses. Respond quickly and effectively to environmental incidents through implementation of emergency response procedures contained within the Health, Safety and Environment Policy sections.
- Make efficient use of natural resources, minimising waste and conserving energy and water. Wherever practical, the procurement and use of material from renewable/sustainable sources, recycled or recyclable materials and components shall be specified.
- Protect wildlife and trees and endeavour to enhance the provision for biodiversity.
- Encourage liaison with local communities to ensure appropriate response to their needs and concerns.
- Seek to ensure that our contractors and major suppliers are aware of and apply environmental standards compatible with our own.
- Take account of environmental considerations when selecting plant and equipment.

The Directors and Senior Management of Connaught Plc are constantly striving to ensure, so far as is reasonably practicable, the health and safety of its employees and others who may be affected by its operations. They recognise that the success of this Policy depends on the combined efforts of all individuals and to this aim will support any individual encountering difficulties implementing the Policy.

The Company recognises that good health, safety and environmental performance is fundamental to successful business and must be given full regard by Company Management and employees.

Signed: 

Mark Tincknell
Chief Executive

Date: 3 March 2010